2020 – APRIL 2021 ASK THE EXPERTS SERIES – PAST PROGRAMS*

(All programs were conducted via Zoom due to COVID-19 UNH restrictions)

Tracie Sponenberg, SHRM-SCP, SPHR of The Granite Group.
Tuesday, October 20, 2020, 9:00-10:00am
"In the toughest of times, it's your culture that sustains you. How does this play out when your company is remote, working in person, or somewhere in between?"

Richard Peck, Vice President of Development and Philanthropy at New Hampshire Charitable Foundation
Tuesday, November 10, 2020, 9:00-10:00am
"What's Your Legacy Going To Be?"
If there is one that COVID has done, it's made us all think about the realities of life. As a business owner, you are carrying on a legacy not just for your family, but also for your employees and your community.
Join a conversation with Rick Peck of the NH Charitable Foundation that will lead you to think about what you want your family business's legacy to be. How do you involve your family and employees now in this legacy-building? How do you want your family to be known in the community, both now and 50 years from now? These questions and more are at the heart of the conversation about the impact you and your business can make in your local community.

Erin M. Vanden Borre, Shareholder and Nicole M. T. Paul, Attorney with Orr & Reno
Tuesday, November 17, 2020 - 9:00-10:00am
"To Lease or Not to Lease…."
Thinking of unloading your commercial space? During the economic fallout of the COVID pandemic, many commercial tenants are taking a second look at leasing arrangements, while many commercial landlords are facing tenant requests for rent relief or early termination. Listen to two experts in the field who can address questions about trends, pitfalls, exit strategies, negotiating tips, and more….from both sides of the leasing relationship.

Ken Peterson, Founder & President, and Brandi Bonds, CFO & Partner of Next Level Now
Tuesday, December 8, 2020 - 9:00-10:00am
"You Have to Plan to be able to Pivot"
And how well are you positioned financially to do so? Join Ken Peterson and Brandi Bonds, principals of Next Level Now, an outsourced accounting and financial services firm, to ask what you should be doing and thinking about how to be prepared for whatever comes next. Get an understanding of your business and what the drivers and variables are. Ask about what levers you can pull to make a pivot and ride out any storm.

Josh Robinson, President of Checkmate Workforce Solutions
Tuesday, February 2, 2021 - 9:00-10:00am
"What Do You Need to Know About COVID & Payroll? It Includes Maximizing Payroll Related Tax Credits and Preparing for PPP Round 2"
During this webinar, we will take a deep dive into the opportunities available to employers now as a result of the recently enacted COVID Relief Bill. Specifically, to be discussed will be

strategies for maximizing the Employee Retention Tax Credit in 2020 and 2021, and how this will affect your efforts for PPP loan forgiveness. If your business was subject to a full or partial shutdown in 2020 or you experienced a drop in revenues of 50% or more in any given quarter in 2020 – this is a must-attend webinar. If you experienced a 20% or greater revenue drop in Q4 2020 or if you are planning to pursue a 2nd draw PPP loan, this is a must-attend webinar. If you don't know what a "refundable tax credit" is, this is a must-attend webinar. The details matter on this very complex process. Join us to hear from Josh Robinson on how to sort it all out and optimize the opportunity for your business.

Hope Martin, Managing Director & Wealth Advisor of Vigilant Capital
Tuesday, February 16, 2021 - 9:00-10:00am
Planning Across Generations… Think Now About Managing Your Balance Sheet & Cash Flow
Family Business owners have much to contemplate as they prepare for transitioning leadership from one generation to the next, whether that includes a hand-off within the family, a merger, or a sale of the company. How do I adequately provide for and protect the first generation? How many generations might I provide for? How many am I responsible for? What kind of liquidity do I need in a transaction; can I keep some and roll some equity back in?
Hope will offer a couple of examples of how cash flow planning and thinking about your personal balance sheet can help a business owner gain clarity and empowerment in a process that can be daunting and overwhelming.

Joe Guyton RICP®, CExP™, AEP®, CLU® Founder and Principal, and Andrew Guyton, Principal of
The Guyton Group
Tuesday, April 6, 2021 9:00-10:00am
Business Exit Planning: 10 questions to answer before you sell your business
There are important questions to consider when doing your business exit planning and retirement income planning, including the key inside/outside sale and the need to integrate experts from other disciplines. This presentation will also discuss the need for comprehensive personal planning to assess income assets, estate distribution, and tax planning.

"BEATING COVID FATIGUE" SERIES: 2020-2021 PAST PROGRAMS

"We are grateful that **Everett Moitoza**, B.M, M.Ed, Ed.D, M.B.A, one of our longest-serving sponsors and supporters, is stepping up in these times with a new drop-in program, called "Beating COVID Fatigue."
In this program, our members will have an opportunity to bring up a wide range of contemporary family and business issues at a regularly set time through ZOOM.
These programs will be 60 minutes in length and occur monthly on Fridays.

Join us on December 4th from 12:00-1:00pm
Our first program will be, *"Families & Couples in Business: Firm, Family and Fatigue Issues."*

Our next Beating Covid Fatigue Programs
Developing Change-Hardy & Empathic Skills in a time of COVID
Friday, 1.8.2021 12:00 - 1:00

Exploring Empathic Leadership During COVID
Friday, 2.5.2021 12:00-1:00pm

Personality, Compliance and Management Challenges During Covid.
Friday, 3.5.2021 12:00-1:00pm
Certain personality types are more or less compliant during this pandemic. A review of those types; some
strategies for dealing with them; and a case study will be offered. This will be *an interactional program*. Attendees are strongly encouraged to bring actual problem examples they experience in managing "difficult" employees and or their own family members.

And Away We Go…Leadership into the New Normal
Friday, 4.2.2021 12:00-1:00pm